



To: All DCPS Employees

From: Michelle Rhee

Date: August 25, 2009

Subject: 08-09 Compliance Reminder – Prohibited Activities

As employees of the District of Columbia Public Schools (“DCPS”) and public servants, we have an obligation to use our resources appropriately and conduct ourselves in a legal and ethical manner in the workplace. All DCPS employees are expected to adhere to applicable laws, rules and regulations and are prohibited from engaging in the activities described below.

Misuse of Government Resources

All DCPS resources, such as buildings, cell phones, computers, printers and general office supplies, are **property of the District of Columbia government**. Personnel regulations require that such resources be used for **officially approved purposes only** (District Personnel Manual (“DPM”) § 1806.1). If you become aware of misuse of DCPS resources, you have a duty to report such information to the proper officials as described below.

Illegal Gambling Activity in the Workplace

Gambling at work is not just a breach of your obligations as a DCPS employee and public servant; **it can also subject you to criminal prosecution**. District of Columbia law makes participation in unlicensed gambling activities in the District punishable by up to five years in prison and a fine of up to \$1,000, depending on the offense (D.C. Code § 22-1701-08). Gambling at work also violates the personnel code (DPM § 1808.1) and can lead to administrative penalties up to and including **termination of employment**. **Participation in sports betting pools constitutes illegal gambling and can lead to criminal and administrative sanctions** (D.C. Code § 22-1708; DPM § 1808.1). Other illegal gambling activities include:

- Fantasy sports leagues with payouts to winners
- Card games in which money is wagered
- Online poker (and other Internet-based gambling)

Resources

To learn more about the rules governing employee conduct, visit [The Electronic DPM](#).

Reporting Obligations

If you are aware of a DCPS employee engaged in a prohibited activity in the workplace, you have an obligation to report such information to the Office of the Inspector General (“OIG”) of the District of Columbia (DPM § 1803.8; D.C. Code § 1-615.58(7)). You can report tips to the OIG via e-mail at hotline.oig@dc.gov or via phone at (202) 724-8477 or (800) 521-1639. Reports can be made anonymously. Additionally, employees can make confidential reports to DCPS’ Office of Compliance or Division of School Security. Compliance can be reached by calling (202) 442-5885, while School Security can be reached via its internal confidential hotline, Tell It Please (“TIP”), at (202) 541-6016.

The District’s whistleblower statute protects employees from retaliation for filing good-faith reports of prohibited activities (D.C. Code § 1-615.52-53).